

Child and Family Services Update

March 17, 2003

Training Update

By Midge Delavan

The training team has been working on several projects to meet the needs of new employees and to support the continuing development of practice.

A training program for new employees is being developed and implemented. The orientation portion of the program has been trained for the trainers. It has been revised and is being trained currently. Other sections of the program will be:

- Organization for Practice - including documentation and practice management.
- Child Abuse and Neglect.
- Child Interviewing.
- Legal CORE.
- CORE 103 and 104.
- Revised Practice Model Modules 1 through 5.
- Indian Child Welfare Act (ICWA).
- Cultural Responsiveness.

A new training for working with families with domestic violence issues is part of a projected advanced Practice Model series. The five modules of Engaging, Teaming, Assessing, Planning, and Intervening are in the process of revision to include what has been learned about implementing our practice.

In the Qualitative Case Review process a few areas have been identified in terms of where we are succeeding very well and where we might be stuck in further developing our practice. Engaging clients is an area of great success. Fully implementing teaming as our base for working with families needs some attention. In the interest of sharing what new employees will receive in the revised modules, three worksheets are included below. These worksheets address the early work with the family in creating the Child and Family Team, in preparing the family for the first Child and Family Team meeting, and in preparing partners and informal supports as team members.

The revised Teaming module emphasizes the need to prepare for each Child and Family Team meeting with the family and the partners.

Child and Family Services Update

March 17, 2003

Family Team Selection

1. What maps will I use for helping the family identify their team members?
2. How will I use maps and tools to help the family select team members?
3. How will I explain the purpose of the Child and Family Team to the family?
4. What would be important issues to consider in working with this family to select their Child and Family Team? How can I discover those issues?
5. What information has the family shared about their family culture that could impact their Child and Family Team selection and functioning? What other information will I ask for?
6. What information on strengths and needs of the family is important to consider in setting up their Child and Family Team?
7. What assessment information has surfaced as the family members talked about organizing their Child and Family Team?
8. How can we use the family's strengths in organizing the Child and Family Team?
9. How can I listen effectively to the family as we organize their Child and Family Team?
10. How could the family's Long-Term View affect the selection of the Child and Family Team members?
11. What strategies will I use to involve both parents in the selection of the Child and Family Team?
12. What other potential team members might there be in the extended family, friends, or community of the family?
13. How can I help the family balance their desires and their needs in selecting team members?

Child and Family Services Update

March 17, 2003

Preparing the Family for the Child and Family Team Meeting

1. Have I discussed the permanency goal with both parents?
2. Have I explained concurrent planning to both parents?
3. Do both parents understand the concurrent goals and their role in planning?
4. Have I explained the timelines that are part of federal and state laws? Do both parents understand these timelines and what they may mean for their work on the team?
5. Have I explained the role of the Child and Family Team? Do both parents understand how they will be working with their team?
6. Have both parents selected team members and talked with me about invitations and preparing individual team members?
7. Have I discussed the purpose of the first Child and Family Team meeting with both parents? Do I understand their purpose?
8. Do the parents understand the possibility of one-time members (members who are not part of their support system but have a formal role in their team)? Do the parents understand that they may change the team?
9. Have I discussed sharing the family's strengths and the family story at the Child and Family Team meeting? Does the family understand the assessment process on the team (i.e., everyone on the team can see where the family is, see their strengths, and see their needs so all work together)?
10. Have I talked with both parents about their strengths and the strengths of the children?
11. Have I begun to talk with the family about their needs?
12. Do I have an agreement with the family about what will be discussed in the Child and Family Team meeting? Have we discussed the challenge model and how the family will work to identify their underlying needs?
13. Are there special considerations that require different preparation of the family (domestic violence, mental health issues, absent parents, distant family members, etc.)?

Child and Family Services Update

March 17, 2003

Child and Family Team Member Preparation

1. Did the family agree to have this member on their team? If not, what negotiations have we discussed with regard to this potential team member?
2. Who will invite this member to be on the Child and Family Team?
3. Does the family understand and agree to my pre-meeting work with this team member?
4. Does this team member understand the purpose and process of the Child and Family Team?
5. What is this team member's relationship to the family?
6. What level of readiness does this team member have to contribute to the Child and Family Team?
7. What level of willingness does this team member have to contribute to the Child and Family Team?
8. How does this team member view the family's strengths?
9. How does this team member view the family's needs?
10. What does this team member see happening for the family in two to three years?
11. What is this team member willing to share?
 - What strengths does this member bring to the team?
 - What are the team members needs in this situation?
 - What constraints does this team member have (confidentiality, time, relationship)?
 - Does this team member have information that the team needs or must use in reaching team decisions?
12. Does this team member have special information about the family? Is there agreement on how this information will be shared at the Child and Family Team meetings?
13. Is there agreement on the role this team member will play in the Child and Family Team?
14. Are there potential conflicts in this team member's participation on the Child and Family Team? Is there a plan for addressing these conflicts?
15. Does this team member understand the permanency goal and the time constraints for the family?
16. Does the family know what has been learned from pre-meeting conversations with the team members?